



General Assembly

January Session, 2007

Amendment

LCO No. 9192

HB0708509192SD0

Offered by:
SEN. MCDONALD, 27th Dist.

To: House Bill No. 7085

File No. 886

Cal. No. 640

***"AN ACT CONCERNING THE PROSECUTION, REGISTRATION
AND MONITORING OF SEXUAL OFFENDERS."***

1 Strike sections 13 and 14 in their entirety and renumber the
2 remaining section accordingly

3 After the last section, add the following and renumber sections and
4 internal references accordingly:

5 "Sec. 501. (NEW) (*Effective October 1, 2007*) Nothing in sections 501 to
6 538, inclusive, of this act shall authorize a person registered as a sexual
7 offender under chapter 969 of the general statutes to access any facility
8 to which such person would be lawfully barred on the basis of sex
9 prior to the effective date of said sections.

10 Sec. 502. Section 46a-51 of the general statutes is repealed and the
11 following is substituted in lieu thereof (*Effective October 1, 2007*):

12 As used in section 4a-60a and this chapter:

13 (1) "Blind" refers to an individual whose central visual acuity does

14 not exceed 20/200 in the better eye with correcting lenses, or whose
15 visual acuity is greater than 20/200 but is accompanied by a limitation
16 in the fields of vision such that the widest diameter of the visual field
17 subtends an angle no greater than twenty degrees;

18 (2) "Commission" means the Commission on Human Rights and
19 Opportunities created by section 46a-52;

20 (3) "Commission legal counsel" means a member of the legal staff
21 employed by the commission pursuant to section 46a-54;

22 (4) "Commissioner" means a member of the commission;

23 (5) "Court" means the Superior Court or any judge of said court;

24 (6) "Discrimination" includes segregation and separation;

25 (7) "Discriminatory employment practice" means any discriminatory
26 practice specified in section 46a-60, as amended by this act, or 46a-81c;

27 (8) "Discriminatory practice" means a violation of section 4a-60, as
28 amended by this act, 4a-60a, 46a-58, as amended by this act, 46a-59, as
29 amended by this act, 46a-60, as amended by this act, 46a-64, as
30 amended by this act, 46a-64c, as amended by this act, 46a-66, as
31 amended by this act, 46a-68, sections 46a-70 to 46a-78, inclusive, as
32 amended by this act, subsection (a) of section 46a-80, or sections 46a-
33 81b to 46a-81o, inclusive;

34 (9) "Employee" means any person employed by an employer but
35 shall not include any individual employed by such individual's
36 parents, spouse or child, or in the domestic service of any person;

37 (10) "Employer" includes the state and all political subdivisions
38 thereof and means any person or employer with three or more persons
39 in such person's or employer's employ;

40 (11) "Employment agency" means any person undertaking with or
41 without compensation to procure employees or opportunities to work;

42 (12) "Labor organization" means any organization which exists for
43 the purpose, in whole or in part, of collective bargaining or of dealing
44 with employers concerning grievances, terms or conditions of
45 employment, or of other mutual aid or protection in connection with
46 employment;

47 (13) "Mental retardation" means mental retardation as defined in
48 section 1-1g;

49 (14) "Person" means one or more individuals, partnerships,
50 associations, corporations, limited liability companies, legal
51 representatives, trustees, trustees in bankruptcy, receivers and the state
52 and all political subdivisions and agencies thereof;

53 (15) "Physically disabled" refers to any individual who has any
54 chronic physical handicap, infirmity or impairment, whether
55 congenital or resulting from bodily injury, organic processes or
56 changes or from illness, including, but not limited to, epilepsy,
57 deafness or hearing impairment or reliance on a wheelchair or other
58 remedial appliance or device;

59 (16) "Respondent" means any person alleged in a complaint filed
60 pursuant to section 46a-82 to have committed a discriminatory
61 practice;

62 (17) "Discrimination on the basis of sex" includes but is not limited
63 to discrimination related to pregnancy, child-bearing capacity,
64 sterilization, fertility or related medical conditions;

65 (18) "Discrimination on the basis of religious creed" includes but is
66 not limited to discrimination related to all aspects of religious
67 observances and practice as well as belief, unless an employer
68 demonstrates that the employer is unable to reasonably accommodate
69 to an employee's or prospective employee's religious observance or
70 practice without undue hardship on the conduct of the employer's
71 business;

72 (19) "Learning disability" refers to an individual who exhibits a
73 severe discrepancy between educational performance and measured
74 intellectual ability and who exhibits a disorder in one or more of the
75 basic psychological processes involved in understanding or in using
76 language, spoken or written, which may manifest itself in a diminished
77 ability to listen, speak, read, write, spell or to do mathematical
78 calculations;

79 (20) "Mental disability" refers to an individual who has a record of,
80 or is regarded as having one or more mental disorders, as defined in
81 the most recent edition of the American Psychiatric Association's
82 "Diagnostic and Statistical Manual of Mental Disorders"; and

83 (21) "Gender identity or expression" means a person's gender-
84 related identity, appearance or behavior, whether or not that gender-
85 related identity, appearance or behavior is different from that
86 traditionally associated with the person's assigned sex at birth.

87 Sec. 503. (NEW) (*Effective October 1, 2007*) As used in sections 4a-60,
88 8-169s, 8-265c, 8-294, 8-315, 10-15c, 10-153, 10a-6, 11-24b, 16-245r, 16-
89 247r, 28-15, 31-22p, 31-57e, 32-204, 32-277, 38a-358, 42-125a, 42-125b,
90 52-571d and 53-37a of the general statutes, as amended by this act, and
91 section 538 of this act, "gender identity or expression" means a person's
92 gender-related identity, appearance or behavior, whether or not that
93 gender-related identity, appearance or behavior is different from that
94 traditionally associated with the person's assigned sex at birth.

95 Sec. 504. Subsection (a) of section 4a-60 of the general statutes is
96 repealed and the following is substituted in lieu thereof (*Effective*
97 *October 1, 2007*):

98 (a) Every contract to which the state or any political subdivision of
99 the state other than a municipality is a party shall contain the
100 following provisions: (1) The contractor agrees and warrants that in
101 the performance of the contract such contractor will not discriminate
102 or permit discrimination against any person or group of persons on the
103 grounds of race, color, religious creed, age, marital status, national

104 origin, ancestry, sex, gender identity or expression, mental retardation
105 or physical disability, including, but not limited to, blindness, unless it
106 is shown by such contractor that such disability prevents performance
107 of the work involved, in any manner prohibited by the laws of the
108 United States or of the state of Connecticut. The contractor further
109 agrees to take affirmative action to insure that applicants with job-
110 related qualifications are employed and that employees are treated
111 when employed without regard to their race, color, religious creed,
112 age, marital status, national origin, ancestry, sex, gender identity or
113 expression, mental retardation, or physical disability, including, but
114 not limited to, blindness, unless it is shown by such contractor that
115 such disability prevents performance of the work involved; (2) the
116 contractor agrees, in all solicitations or advertisements for employees
117 placed by or on behalf of the contractor, to state that it is an
118 "affirmative action-equal opportunity employer" in accordance with
119 regulations adopted by the commission; (3) the contractor agrees to
120 provide each labor union or representative of workers with which such
121 contractor has a collective bargaining agreement or other contract or
122 understanding and each vendor with which such contractor has a
123 contract or understanding, a notice to be provided by the commission
124 advising the labor union or workers' representative of the contractor's
125 commitments under this section, and to post copies of the notice in
126 conspicuous places available to employees and applicants for
127 employment; (4) the contractor agrees to comply with each provision
128 of this section and sections 46a-68e and 46a-68f and with each
129 regulation or relevant order issued by said commission pursuant to
130 sections 46a-56, 46a-68e and 46a-68f; (5) the contractor agrees to
131 provide the Commission on Human Rights and Opportunities with
132 such information requested by the commission, and permit access to
133 pertinent books, records and accounts, concerning the employment
134 practices and procedures of the contractor as relate to the provisions of
135 this section and section 46a-56. If the contract is a public works
136 contract, the contractor agrees and warrants that he will make good
137 faith efforts to employ minority business enterprises as subcontractors
138 and suppliers of materials on such public works project.

139 Sec. 505. Subsection (c) of section 8-169s of the general statutes is
140 repealed and the following is substituted in lieu thereof (*Effective*
141 *October 1, 2007*):

142 (c) The legislative body may, by resolution, vote to transfer the
143 urban homesteading property with or without compensation to the
144 applicant selected pursuant to subsection (b) of this section. Such
145 transfer shall be made pursuant to a contract of sale and rehabilitation
146 or construction which shall provide among other things that (1) the
147 property transferred be rehabilitated or constructed predominantly for
148 residential use and be brought into and maintained in conformity with
149 applicable health, housing and building code standard; (2) the
150 rehabilitation or construction shall commence and be completed
151 within a period of time as determined by the urban homesteading
152 agency; (3) prior to the issuance of a certificate of occupancy by the
153 building official no transfer of the property or any interest therein,
154 except a transfer to a bona fide mortgagee or similar lien holder, may
155 be made by the homesteader without the approval of the urban
156 homesteading agency, provided any such transfer may only be made
157 for a consideration not in excess of the cost of the property to the
158 homesteader together with the costs of any improvements made or
159 construction thereon by the homesteader; (4) in the sale or rental of the
160 property, or any portion of such property, no person shall be
161 discriminated against because of such person's race, color, religion,
162 sex, gender identity or expression or national origin; and (5)
163 representatives of the urban homesteading agency, the municipality,
164 and where state or federal assistance is involved, representatives of the
165 federal and state governments, shall have access to the property
166 during normal business hours for the purpose of inspecting
167 compliance with the provisions of this subsection.

168 Sec. 506. Section 8-265c of the general statutes is repealed and the
169 following is substituted in lieu thereof (*Effective October 1, 2007*):

170 The authority shall require that occupancy of all housing financed
171 or otherwise assisted under this chapter be open to all persons

172 regardless of race, creed, color, national origin or ancestry, [or] sex or
173 gender identity or expression and that the contractors and
174 subcontractors engaged in the construction or rehabilitation of such
175 housing shall take affirmative action to provide equal opportunity for
176 employment without discrimination as to race, creed, color, national
177 origin or ancestry, [or] sex or gender identity or expression.

178 Sec. 507. Subsection (c) of section 8-294 of the general statutes is
179 repealed and the following is substituted in lieu thereof (*Effective*
180 *October 1, 2007*):

181 (c) The legislative body may, by resolution, vote to transfer the
182 urban rehabilitation property with or without compensation to the
183 person selected pursuant to subsection (b) of this section. Such transfer
184 shall be made pursuant to a contract of sale and rehabilitation which
185 shall provide among other things that (1) the property transferred be
186 rehabilitated predominantly for industrial or commercial use and be
187 brought into and maintained in conformity with applicable health,
188 housing and building code standards; (2) that the rehabilitation shall
189 commence and be completed within a period of time as determined by
190 the urban rehabilitation agency; (3) prior to the issuance of a certificate
191 of occupancy by the building official, no transfer of the property or any
192 interest therein, except a transfer to a bona fide mortgagee or similar
193 lien holder, may be made by the rehabilitator without the approval of
194 the urban rehabilitation agency, provided any such transfer may only
195 be made for a consideration not in excess of the cost of the property to
196 the rehabilitator together with the costs of any improvements made
197 thereon by the rehabilitator; (4) in the sale or rental of the property, or
198 any portion of such property, no person shall be discriminated against
199 because of such person's race, color, religion, sex, gender identity or
200 expression or national origin; (5) representatives of the urban
201 rehabilitation agency, representatives of the municipality, and if state
202 or federal assistance is involved, representatives of the federal and
203 state governments shall be allowed access to the property during
204 normal business hours for the purpose of inspecting compliance with
205 the provisions of this subsection.

206 Sec. 508. Section 8-315 of the general statutes is repealed and the
207 following is substituted in lieu thereof (*Effective October 1, 2007*):

208 The municipality shall take all necessary steps to insure that
209 occupancy of all housing financed or otherwise assisted pursuant to
210 this chapter be open to all persons regardless of race, creed, color,
211 national origin or ancestry, sex, gender identity or expression, age or
212 physical disability.

213 Sec. 509. Subsection (a) of section 10-15c of the general statutes is
214 repealed and the following is substituted in lieu thereof (*Effective*
215 *October 1, 2007*):

216 (a) The public schools shall be open to all children five years of age
217 and over who reach age five on or before the first day of January of
218 any school year, and each such child shall have, and shall be so
219 advised by the appropriate school authorities, an equal opportunity to
220 participate in the activities, programs and courses of study offered in
221 such public schools, at such time as the child becomes eligible to
222 participate in such activities, programs and courses of study, without
223 discrimination on account of race, color, sex, gender identity or
224 expression, religion, national origin or sexual orientation; provided
225 boards of education may, by vote at a meeting duly called, admit to
226 any school children under five years of age.

227 Sec. 510. Section 10-153 of the general statutes is repealed and the
228 following is substituted in lieu thereof (*Effective October 1, 2007*):

229 No local or regional board of education shall discriminate on the
230 basis of sex, gender identity or expression or marital status in the
231 employment of teachers in the public schools or in the determination
232 of the compensation to be paid to such teachers.

233 Sec. 511. Subsection (b) of section 10a-6 of the general statutes is
234 repealed and the following is substituted in lieu thereof (*Effective*
235 *October 1, 2007*):

236 (b) Within the limits of authorized expenditures, the policies of the
237 state system of higher education shall be consistent with the following
238 goals: (1) To ensure that no qualified person be denied the opportunity
239 for higher education on the basis of age, sex, gender identity or
240 expression, ethnic background or social, physical or economic
241 condition, (2) to protect academic freedom, (3) to provide
242 opportunities for education and training related to the economic,
243 cultural and educational development of the state, (4) to assure the
244 fullest possible use of available resources in public and private
245 institutions of higher education, (5) to maintain standards of quality
246 ensuring a position of national leadership for state institutions of
247 higher education, (6) to apply the resources of higher education to the
248 problems of society, and (7) to foster flexibility in the policies and
249 institutions of higher education to enable the system to respond to
250 changes in the economy, society, technology and student interests.
251 Said board shall review recent studies of the need for higher education
252 services, with special attention to those completed pursuant to
253 legislative action, and to meet such needs shall initiate additional
254 programs or services through one or more of the constituent units.

255 Sec. 512. Subsection (a) of section 11-24b of the general statutes is
256 repealed and the following is substituted in lieu thereof (*Effective*
257 *October 1, 2007*):

258 (a) For the fiscal year ending June 30, 1985, and annually thereafter,
259 each public library shall be eligible to receive a state grant in
260 accordance with the provisions of subsections (b), (c) and (d) of this
261 section provided the following requirements are met:

262 (1) An annual statistical report which includes certification that the
263 grant, when received, shall be used for library purposes is filed with
264 the State Library Board in such manner as the board may require. The
265 report shall include information concerning local library governance,
266 hours of service, type of facilities, library policies, resources, programs
267 and services available, measurement of levels of services provided,
268 personnel and fiscal information concerning library receipts and

269 expenditures;

270 (2) Documents certifying the legal establishment of the public
271 library in accordance with the provisions of section 11-20 are filed with
272 the board;

273 (3) The library is a participating library in the Connecticard program
274 established pursuant to section 11-31b;

275 (4) The public library shall not have had the amount of its annual
276 tax levy or appropriation reduced to an amount which is less than the
277 average amount levied or appropriated for the library (A) prior to July
278 1, 1995, for the three fiscal years immediately preceding July 1, 1984,
279 (B) on and after July 1, 1995, for the three fiscal years immediately
280 preceding the year of the grant, except that if the expenditures of the
281 library in any one year in such three-year period are unusually high as
282 compared with expenditures in the other two years, the library may
283 request an exception to this requirement and the board, upon review
284 of the expenditures for that year, may grant an exception;

285 (5) State grant funds shall be expended within two years of the date
286 of receipt of such funds. If the funds are not expended in that period,
287 the library shall submit a plan to the State Librarian for the
288 expenditure of any unspent balance;

289 (6) Public libraries shall provide access to library materials without
290 charge to individuals residing in the town in which the library is
291 located or the town in which the contract library is located; and

292 (7) Public libraries shall provide equal access to library service for
293 all individuals and shall not discriminate upon the basis of age, race,
294 sex, gender identity or expression, religion, national origin, handicap
295 or place of residency in the town in which the library is located or the
296 town in which the contract library is located.

297 Sec. 513. Section 16-245r of the general statutes is repealed and the
298 following is substituted in lieu thereof (*Effective October 1, 2007*):

299 No electric supplier, as defined in section 16-1, shall refuse to
300 provide electric generation services to, or refuse to negotiate to provide
301 such services to any customer because of age, race, creed, color,
302 national origin, ancestry, sex, gender identity or expression, marital
303 status, sexual orientation, lawful source of income, disability or
304 familial status. No electric supplier shall decline to provide electric
305 generation services to a customer for the sole reason that the customer
306 is located in an economically distressed geographic area or the
307 customer qualifies for hardship status under section 16-262c. No
308 electric supplier shall terminate or refuse to reinstate electric
309 generation services except in accordance with the provisions of this
310 title.

311 Sec. 514. Section 16-247r of the general statutes is repealed and the
312 following is substituted in lieu thereof (*Effective October 1, 2007*):

313 No telephone company or certified telecommunications provider, as
314 defined in section 16-1, shall refuse to provide telecommunications
315 services to, or refuse to negotiate to provide such services to any
316 customer because of age, race, creed, color, national origin, ancestry,
317 sex, gender identity or expression, marital status, sexual orientation,
318 lawful source of income, disability or familial status. No telephone
319 company or certified telecommunications provider shall decline to
320 provide telecommunications services to a customer for the sole reason
321 that the customer is located in an economically distressed geographic
322 area or the customer qualifies for hardship status under section
323 16-262c. No telephone company or certified telecommunications
324 provider shall terminate or refuse to reinstate telecommunications
325 services except in accordance with the provisions of this title.

326 Sec. 515. Subsection (b) of section 28-15 of the general statutes is
327 repealed and the following is substituted in lieu thereof (*Effective*
328 *October 1, 2007*):

329 (b) No person shall discriminate on the basis of race, color, religious
330 creed, sex, gender identity or expression, age, national origin, ancestry

331 or economic status in carrying out any provision of this chapter or any
332 federal major disaster or emergency assistance function in this state.

333 Sec. 516. Section 31-22p of the general statutes is repealed and the
334 following is substituted in lieu thereof (*Effective October 1, 2007*):

335 The Labor Commissioner, with the advice and guidance of the
336 council, shall formulate work training standards which will ensure
337 necessary safeguards for the welfare of apprentices and a full craft
338 experience in any skill, in order to provide equal opportunities to all,
339 without regard to their race, color, religion, sex, gender identity or
340 expression, age or national origin, and to provide training,
341 employment and upgrading opportunities for disadvantaged workers
342 to acquire a comprehensive skilled work experience and to extend the
343 application of such standards of skill training by inclusion thereof in
344 apprenticeship agreements, and shall bring together representatives of
345 management and labor for the development of training programs and
346 terms of apprenticeship incidental thereto and cooperate with state
347 and federal agencies similarly interested in furtherance of training
348 requirements in keeping with established and new processes of
349 Connecticut industries. The Labor Commissioner shall publish
350 information relating to existing and proposed work standards of
351 apprenticeship, hold area conferences throughout the state for the
352 purpose of promoting interest in skilled trades training and appoint
353 such advisory committees as may be deemed necessary to evaluate the
354 skilled manpower requirements of Connecticut in order to cope with
355 any new technological changes in industry.

356 Sec. 517. Subsection (e) of section 31-57e of the general statutes is
357 repealed and the following is substituted in lieu thereof (*Effective*
358 *October 1, 2007*):

359 (e) The Employment Rights Code referred to under this section shall
360 include the following provisions:

361 (1) A commercial enterprise subject to tribal jurisdiction shall not,
362 except in the case of a bona fide occupational qualification or need,

363 refuse to hire or employ or bar or discharge from employment any
364 individual or discriminate against him in compensation or in terms,
365 conditions or privileges of employment because of the individual's
366 race, color, religious creed, sex, gender identity or expression, marital
367 status, national origin, ancestry, age, present or past history of mental
368 disorder, mental retardation, sexual orientation, learning or physical
369 disability, political activity, union activity or the exercise of rights
370 protected by the United States Constitution. This subdivision shall not
371 be construed to restrict the right of a tribe to give preference in hiring
372 to members of the tribe.

373 (2) A commercial enterprise subject to tribal jurisdiction shall not
374 deny any individual, including a representative of a labor
375 organization, seeking to ensure compliance with this section, access to
376 employees of the tribe's commercial enterprise during nonwork time in
377 nonwork areas. The tribe shall not permit any supervisor, manager or
378 other agent of the tribe to restrict or otherwise interfere with such
379 access.

380 (3) When a labor organization claims that it has been designated or
381 selected for the purposes of collective bargaining by the majority of the
382 employees in a unit appropriate for such purposes, the labor
383 organization may apply to an arbitrator to verify the claim pursuant to
384 subdivision (4) of this subsection. If the arbitrator verifies that the labor
385 organization has been designated or selected as the bargaining
386 representative by a majority of the employees in an appropriate unit,
387 the tribe shall, upon request, recognize the labor organization as the
388 exclusive bargaining agent and bargain in good faith with the labor
389 organization in an effort to reach a collective bargaining agreement.
390 However, the arbitrator shall disallow any claim by a labor
391 organization which is dominated or controlled by the tribe.

392 (4) (A) Any individual or organization claiming to be injured by a
393 violation of any provision of this subsection shall have the right to seek
394 binding arbitration under the rules of the American Arbitration
395 Association. Such individual or organization shall file a demand for

396 arbitration with the tribe not later than one hundred eighty days after
397 the employee or labor organization knows or should know of the
398 tribe's violation of any provision of this subsection. The demand shall
399 state, in plain language, the facts giving rise to the demand.

400 (B) The demand for arbitration shall also be served upon the
401 Connecticut office of the American Arbitration Association. Absent
402 settlement, a hearing shall be held in accordance with the rules and
403 procedures of the American Arbitration Association. The costs and fees
404 of the arbitrator shall be shared equally by the tribe and the labor
405 organization.

406 (C) The decision of the arbitrator shall be final and binding on both
407 parties and shall be subject to judicial review and enforcement against
408 all parties in the manner prescribed by chapter 909.

409 (5) A tribe shall not retaliate against any individual who exercises
410 any right under the Employment Rights Code. Any individual or
411 organization claiming to be injured by a violation of the provisions of
412 this section shall have the right to seek binding arbitration pursuant to
413 subdivision (4) of this subsection.

414 Sec. 518. Section 32-204 of the general statutes is repealed and the
415 following is substituted in lieu thereof (*Effective October 1, 2007*):

416 The general purpose of the authority shall be to stimulate new
417 spending in Connecticut and to encourage the diversification of the
418 state economy through the construction, operation, maintenance and
419 marketing of a conference or exhibition facility that will create new
420 jobs, add to the benefits of the hospitality industry, broaden the base of
421 the tourism effort and stimulate substantial surrounding economic
422 development and corresponding increased tax revenues to the state.
423 The primary purpose of the authority shall be to attract and service
424 large conventions, tradeshow, exhibitions and conferences, preferably
425 those whose attendees are predominantly from out-of-state; the
426 secondary purpose of the authority, at times when its primary purpose
427 cannot be fulfilled, shall be to attract and service local consumer

428 shows, exhibitions and events which generate less new spending in
429 Connecticut. For these purposes, the authority shall have the following
430 powers: (1) To have perpetual succession as a body corporate and to
431 adopt procedures for the regulation of its affairs and the conduct of its
432 business as provided in subsection (f) of section 32-203; to adopt a
433 corporate seal and alter the same at its pleasure; and to maintain an
434 office at such place or places within the state as it may designate; (2) to
435 sue and be sued; to contract and be contracted with, provided, if
436 management, operating, or promotional contracts or agreements or
437 other contracts or agreements are entered into with nongovernmental
438 parties with respect to property financed with the proceeds of
439 obligations the interest on which is excluded from gross income for
440 federal income taxation, the board of directors will ensure that such
441 contracts or agreements are in compliance with the covenants of the
442 authority upon which such tax exclusion is conditioned; (3) to acquire,
443 by gift, purchase, condemnation or transfer, lands or rights-in-land in
444 connection therewith and to sell, lease as lessee or as lessor, provided
445 such activity is consistent with all applicable federal tax covenants of
446 the authority, transfer or dispose of any property or interest therein
447 acquired by it, at any time; and to receive and accept aid or
448 contributions, from any source, of money, labor, property or other
449 things of value, to be held, used and applied to carry out the purposes
450 of sections 32-200 to 32-212, inclusive, subject to the conditions upon
451 which such grants and contributions are made, including, but not
452 limited to, gifts or grants from any department, agency or
453 instrumentality of the United States or this state for any purpose
454 consistent with said sections; (4) to formulate plans for, acquire,
455 finance and develop, lease, purchase, construct, reconstruct, repair,
456 improve, expand, extend, operate, maintain and market the project,
457 provided such activities are consistent with all applicable federal tax
458 covenants of the authority; (5) to fix and revise from time to time and
459 to charge and collect fees, rents and other charges for the use,
460 occupancy or operation of the project, and to establish and revise from
461 time to time, regulations in respect of the use, operation and
462 occupancy of any such project, provided such regulations are

463 consistent with all applicable federal tax covenants of the authority; (6)
464 to employ such assistants, agents and other employees as may be
465 necessary or desirable to carry out its purposes and to fix their
466 compensation; to establish and modify personnel procedures as may
467 be necessary from time to time and to negotiate and enter into
468 collective bargaining agreements with labor unions; (7) to engage
469 architects, engineers, attorneys, accountants, consultants and such
470 other independent professionals as may be necessary or desirable to
471 carry out its purposes; to contract for construction, development,
472 concessions and the procurement of goods and services and to
473 establish and modify procurement procedures from time to time to
474 implement the foregoing in accordance with the provisions of
475 subsection (b) of this section; (8) to adopt procedures with respect to
476 contractors and subcontractors engaged in the construction of the
477 project which require such contractors or subcontractors (A) to take
478 affirmative action to provide equal opportunity for employment
479 without discrimination as to race, creed, color, national origin,
480 ancestry, sex, gender identity or expression, marital status, age, lawful
481 source of income, mental retardation, mental disability or physical
482 disability, including, but not limited to, blindness or deafness, and (B)
483 to ensure that the wages paid on an hourly basis to any mechanic,
484 laborer or workman employed by such contractor or subcontractor
485 with respect to the project shall be at a rate equal to the rate customary
486 or prevailing for the same work in the same trade or occupation in the
487 town and city of Stamford; (9) to engage in and contract for marketing
488 and promotional activities to attract national, regional and local
489 conventions, trade shows, exhibitions, banquets and other events in
490 order to maximize the use of the project and to carry out the purposes
491 of sections 32-200 to 32-212, inclusive; (10) to acquire, lease, hold and
492 dispose of personal property for the purposes set forth in sections 32-
493 200 to 32-212, inclusive; (11) to procure insurance against any liability
494 or loss in connection with its property and other assets, in such
495 amounts and from such insurers as it deems desirable and to procure
496 insurance for employees; (12) to borrow money and to issue bonds,
497 notes and other obligations of the authority to the extent permitted

under sections 32-200 to 32-212, inclusive, to fund and refund the same and to provide for the rights of the holders thereof and to secure the same by pledge of assets, revenues, notes and state contract assistance as provided in said sections and such state taxes as the authority shall be entitled to receive pursuant to the provisions of said sections; (13) to invest any funds not needed for immediate use or disbursement in obligations issued or guaranteed by the United States of America or the state of Connecticut and in other obligations which are legal investments for savings banks in this state and in time deposits or certificates of deposit or other similar banking arrangements secured in such manner as the authority determines; (14) to do anything necessary and desirable, including executing reimbursement agreements or similar agreements in connection with credit facilities, including, but not limited to, letters of credit or policies of bond insurance, remarketing agreements and agreements for the purpose of moderating interest rate fluctuations, to render any bonds to be issued pursuant to sections 32-200 to 32-212, inclusive, more marketable; (15) to do all acts and things necessary or convenient to carry out the purposes of sections 32-200 to 32-212, inclusive, and the powers expressly granted by said sections.

Sec. 519. Section 32-277 of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2007*):

A regional corporation shall not provide any financial assistance authorized by sections 32-271 to 32-284, inclusive, unless the following conditions are met:

(1) The applicant has demonstrated that there is little prospect of obtaining the conventional project financing requested from either private or public sources of funding within the region, and that there is little prospect of obtaining adequate project financing from private sources of capital, or in the case of a loan guarantee, that there is little prospect of obtaining project financing without the guarantee;

(2) There is a reasonable prospect of repayment;

530 (3) The project is located in the region represented by the regional
531 corporation;

532 (4) The project will comply with any applicable environmental rules
533 or regulations;

534 (5) The applicant has certified that it will not discriminate against
535 any employee or any applicant for employment because of race,
536 religion, color, national origin, sex, gender identity or expression or
537 age;

538 (6) A staff member or a representative of the regional corporation
539 acting in an official capacity has personally visited the project site and
540 the applicant's place of business; and

541 (7) Financial commitments or contingent financial commitments for
542 the project have been obtained from other public and private sources.

543 Sec. 520. Section 38a-358 of the general statutes is repealed and the
544 following is substituted in lieu thereof (*Effective October 1, 2007*):

545 The declination, cancellation or nonrenewal of a policy for private
546 passenger nonfleet automobile insurance is prohibited if the
547 declination, cancellation or nonrenewal is based: (1) On the race,
548 religion, nationality or ethnicity of the applicant or named insured; (2)
549 solely on the lawful occupation or profession of the applicant or
550 named insured, except that this provision shall not apply to any
551 insurer which limits its market to one lawful occupation or profession
552 or to several related lawful occupations or professions; (3) on the
553 principal location of the insured motor vehicle unless such decision is
554 for a business purpose which is not a mere pretext for unfair
555 discrimination; (4) solely on the age, sex, gender identity or expression
556 or marital status of an applicant or an insured, except that this
557 subdivision shall not apply to an insurer in an insurer group if one or
558 more other insurers in the group would not decline an application for
559 essentially similar coverage based upon such reasons; (5) on the fact
560 that the applicant or named insured previously obtained insurance

561 coverage through a residual market; (6) on the fact that another insurer
562 previously declined to insure the applicant or terminated an existing
563 policy in which the applicant was the named insured; or (7) the first or
564 second accident within the current experience period in relation to
565 which the applicant or insured was not convicted of a moving traffic
566 violation and was not at fault.

567 Sec. 521. Section 42-125a of the general statutes is repealed and the
568 following is substituted in lieu thereof (*Effective October 1, 2007*):

569 It is the policy of the state of Connecticut to oppose restraints of
570 trade and unfair trade practices in the form of discriminatory boycotts
571 which are not specifically authorized by the law of the United States
572 and which are fostered or imposed by foreign persons, foreign
573 governments or international organizations against any domestic
574 individual on the basis of race, color, creed, religion, sex, gender
575 identity or expression, nationality or national origin. It is also the
576 policy of the state to oppose any actions, including the formation or
577 continuance of agreements, understandings or contractual
578 arrangements, expressed or implied, which have the effect of
579 furthering such discriminatory boycotts, in order that the peace,
580 health, safety, prosperity and general welfare of all the inhabitants of
581 the state may be protected and ensured. This chapter shall be deemed
582 an exercise of the police power of the state for the protection of the
583 people of this state and shall be administered and principally enforced
584 by the Attorney General. The provisions of this chapter shall be
585 construed liberally so as to effectuate this declaration of policy and the
586 laws and Constitution of the United States, but nothing in this chapter
587 shall be construed to infringe upon the right of the United States
588 government to regulate interstate and foreign commerce.

589 Sec. 522. Subsection (c) of section 42-125b of the general statutes is
590 repealed and the following is substituted in lieu thereof (*Effective*
591 *October 1, 2007*):

592 (c) "Participating in a discriminatory boycott" means the entering

593 into or performing of any agreement, understanding or contractual
594 arrangement for economic benefit by any person with any foreign
595 government, foreign person or international organization, which is not
596 specifically authorized by the laws of the United States and which is
597 required or imposed, either directly or indirectly, overtly or covertly,
598 by the foreign government, foreign person or international
599 organization in order to restrict, condition, prohibit or interfere with
600 any business relationship in this state on the basis of a domestic
601 individual's race, color, creed, religion, sex, gender identity or
602 expression, nationality or national origin; provided, handling, altering
603 or shipping goods or complying with the commercial laws of a foreign
604 country, unless such laws require discrimination against a domestic
605 individual on the basis of race, color, creed, religion, sex, gender
606 identity or expression, nationality or national origin, shall not
607 constitute a discriminatory boycott.

608 Sec. 523. Subsection (a) of section 46a-58 of the general statutes is
609 repealed and the following is substituted in lieu thereof (*Effective*
610 *October 1, 2007*):

611 (a) It shall be a discriminatory practice in violation of this section for
612 any person to subject, or cause to be subjected, any other person to the
613 deprivation of any rights, privileges or immunities, secured or
614 protected by the Constitution or laws of this state or of the United
615 States, on account of religion, national origin, alienage, color, race, sex,
616 gender identity or expression, blindness or physical disability.

617 Sec. 524. Subsection (a) of section 46a-59 of the general statutes is
618 repealed and the following is substituted in lieu thereof (*Effective*
619 *October 1, 2007*):

620 (a) It shall be a discriminatory practice in violation of this section for
621 any association, board or other organization the principal purpose of
622 which is the furtherance of the professional or occupational interests of
623 its members, whose profession, trade or occupation requires a state
624 license, to refuse to accept a person as a member of such association,

625 board or organization because of his race, national origin, creed, sex,
626 gender identity or expression or color.

627 Sec. 525. Subsection (a) of section 46a-60 of the general statutes is
628 repealed and the following is substituted in lieu thereof (*Effective*
629 *October 1, 2007*):

630 (a) It shall be a discriminatory practice in violation of this section:

631 (1) For an employer, by the employer or the employer's agent,
632 except in the case of a bona fide occupational qualification or need, to
633 refuse to hire or employ or to bar or to discharge from employment
634 any individual or to discriminate against such individual in
635 compensation or in terms, conditions or privileges of employment
636 because of the individual's race, color, religious creed, age, sex, gender
637 identity or expression, marital status, national origin, ancestry, present
638 or past history of mental disability, mental retardation, learning
639 disability or physical disability, including, but not limited to,
640 blindness;

641 (2) For any employment agency, except in the case of a bona fide
642 occupational qualification or need, to fail or refuse to classify properly
643 or refer for employment or otherwise to discriminate against any
644 individual because of such individual's race, color, religious creed, age,
645 sex, gender identity or expression, marital status, national origin,
646 ancestry, present or past history of mental disability, mental
647 retardation, learning disability or physical disability, including, but not
648 limited to, blindness;

649 (3) For a labor organization, because of the race, color, religious
650 creed, age, sex, gender identity or expression, marital status, national
651 origin, ancestry, present or past history of mental disability, mental
652 retardation, learning disability or physical disability, including, but not
653 limited to, blindness of any individual to exclude from full
654 membership rights or to expel from its membership such individual or
655 to discriminate in any way against any of its members or against any
656 employer or any individual employed by an employer, unless such

657 action is based on a bona fide occupational qualification;

658 (4) For any person, employer, labor organization or employment
659 agency to discharge, expel or otherwise discriminate against any
660 person because such person has opposed any discriminatory
661 employment practice or because such person has filed a complaint or
662 testified or assisted in any proceeding under section 46a-82, 46a-83 or
663 46a-84;

664 (5) For any person, whether an employer or an employee or not, to
665 aid, abet, incite, compel or coerce the doing of any act declared to be a
666 discriminatory employment practice or to attempt to do so;

667 (6) For any person, employer, employment agency or labor
668 organization, except in the case of a bona fide occupational
669 qualification or need, to advertise employment opportunities in such a
670 manner as to restrict such employment so as to discriminate against
671 individuals because of their race, color, religious creed, age, sex,
672 gender identity or expression, marital status, national origin, ancestry,
673 present or past history of mental disability, mental retardation,
674 learning disability or physical disability, including, but not limited to,
675 blindness;

676 (7) For an employer, by the employer or the employer's agent: (A)
677 To terminate a woman's employment because of her pregnancy; (B) to
678 refuse to grant to that employee a reasonable leave of absence for
679 disability resulting from her pregnancy; (C) to deny to that employee,
680 who is disabled as a result of pregnancy, any compensation to which
681 she is entitled as a result of the accumulation of disability or leave
682 benefits accrued pursuant to plans maintained by the employer; (D) to
683 fail or refuse to reinstate the employee to her original job or to an
684 equivalent position with equivalent pay and accumulated seniority,
685 retirement, fringe benefits and other service credits upon her
686 signifying her intent to return unless, in the case of a private employer,
687 the employer's circumstances have so changed as to make it impossible
688 or unreasonable to do so; (E) to fail or refuse to make a reasonable

689 effort to transfer a pregnant employee to any suitable temporary
690 position which may be available in any case in which an employee
691 gives written notice of her pregnancy to her employer and the
692 employer or pregnant employee reasonably believes that continued
693 employment in the position held by the pregnant employee may cause
694 injury to the employee or fetus; (F) to fail or refuse to inform the
695 pregnant employee that a transfer pursuant to subparagraph (E) of this
696 subdivision may be appealed under the provisions of this chapter; or
697 (G) to fail or refuse to inform employees of the employer, by any
698 reasonable means, that they must give written notice of their
699 pregnancy in order to be eligible for transfer to a temporary position;

700 (8) For an employer, by the employer or the employer's agent, for an
701 employment agency, by itself or its agent, or for any labor
702 organization, by itself or its agent, to harass any employee, person
703 seeking employment or member on the basis of sex or gender identity
704 or expression. "Sexual harassment" shall, for the purposes of this
705 section, be defined as any unwelcome sexual advances or requests for
706 sexual favors or any conduct of a sexual nature when (A) submission
707 to such conduct is made either explicitly or implicitly a term or
708 condition of an individual's employment, (B) submission to or rejection
709 of such conduct by an individual is used as the basis for employment
710 decisions affecting such individual, or (C) such conduct has the
711 purpose or effect of substantially interfering with an individual's work
712 performance or creating an intimidating, hostile or offensive working
713 environment;

714 (9) For an employer, by the employer or the employer's agent, for an
715 employment agency, by itself or its agent, or for any labor
716 organization, by itself or its agent, to request or require information
717 from an employee, person seeking employment or member relating to
718 the individual's child-bearing age or plans, pregnancy, function of the
719 individual's reproductive system, use of birth control methods, or the
720 individual's familial responsibilities, unless such information is
721 directly related to a bona fide occupational qualification or need,
722 provided an employer, through a physician may request from an

723 employee any such information which is directly related to workplace
724 exposure to substances which may cause birth defects or constitute a
725 hazard to an individual's reproductive system or to a fetus if the
726 employer first informs the employee of the hazards involved in
727 exposure to such substances;

728 (10) For an employer, by the employer or the employer's agent, after
729 informing an employee, pursuant to subdivision (9) of this subsection,
730 of a workplace exposure to substances which may cause birth defects
731 or constitute a hazard to an employee's reproductive system or to a
732 fetus, to fail or refuse, upon the employee's request, to take reasonable
733 measures to protect the employee from the exposure or hazard
734 identified, or to fail or refuse to inform the employee that the measures
735 taken may be the subject of a complaint filed under the provisions of
736 this chapter. Nothing in this subdivision is intended to prohibit an
737 employer from taking reasonable measures to protect an employee
738 from exposure to such substances. For the purpose of this subdivision,
739 "reasonable measures" shall be those measures which are consistent
740 with business necessity and are least disruptive of the terms and
741 conditions of the employee's employment;

742 (11) For an employer, by the employer or the employer's agent, for
743 an employment agency, by itself or its agent, or for any labor
744 organization, by itself or its agent: (A) To request or require genetic
745 information from an employee, person seeking employment or
746 member, or (B) to discharge, expel or otherwise discriminate against
747 any person on the basis of genetic information. For the purpose of this
748 subdivision, "genetic information" means the information about genes,
749 gene products or inherited characteristics that may derive from an
750 individual or a family member.

751 Sec. 526. Subsection (a) of section 46a-64 of the general statutes is
752 repealed and the following is substituted in lieu thereof (*Effective*
753 *October 1, 2007*):

754 (a) It shall be a discriminatory practice in violation of this section: (1)

755 To deny any person within the jurisdiction of this state full and equal
756 accommodations in any place of public accommodation, resort or
757 amusement because of race, creed, color, national origin, ancestry, sex,
758 gender identity or expression, marital status, age, lawful source of
759 income, mental retardation, mental disability or physical disability,
760 including, but not limited to, blindness or deafness of the applicant,
761 subject only to the conditions and limitations established by law and
762 applicable alike to all persons; (2) to discriminate, segregate or separate
763 on account of race, creed, color, national origin, ancestry, sex, gender
764 identity or expression, marital status, age, lawful source of income,
765 mental retardation, mental disability, learning disability or physical
766 disability, including, but not limited to, blindness or deafness; (3) for a
767 place of public accommodation, resort or amusement to restrict or limit
768 the right of a mother to breast-feed her child; (4) for a place of public
769 accommodation, resort or amusement to fail or refuse to post a notice,
770 in a conspicuous place, that any blind, deaf or mobility impaired
771 person, accompanied by his guide dog wearing a harness or an
772 orange-colored leash and collar, may enter such premises or facilities;
773 or (5) to deny any blind, deaf or mobility impaired person or any
774 person training a dog as a guide dog for a blind person or a dog to
775 assist a deaf or mobility impaired person, accompanied by his guide
776 dog or assistance dog, full and equal access to any place of public
777 accommodation, resort or amusement. Any blind, deaf or mobility
778 impaired person or any person training a dog as a guide dog for a
779 blind person or a dog to assist a deaf or mobility impaired person may
780 keep his guide dog or assistance dog with him at all times in such
781 place of public accommodation, resort or amusement at no extra
782 charge, provided the dog wears a harness or an orange-colored leash
783 and collar and is in the direct custody of such person. The blind, deaf
784 or mobility impaired person or person training a dog as a guide dog
785 for a blind person or a dog to assist a deaf or mobility impaired person
786 shall be liable for any damage done to the premises or facilities by his
787 dog. For purposes of this subdivision, "guide dog" or "assistance dog"
788 includes a dog being trained as a guide dog or assistance dog and
789 "person training a dog as a guide dog for a blind person or a dog to

790 assist a deaf or mobility impaired person" means a person who is
791 employed by and authorized to engage in designated training
792 activities by a guide dog organization or assistance dog organization
793 that complies with the criteria for membership in a professional
794 association of guide dog or assistance dog schools and who carries
795 photographic identification indicating such employment and
796 authorization.

797 Sec. 527. Subsection (a) of section 46a-64c of the general statutes is
798 repealed and the following is substituted in lieu thereof (*Effective*
799 *October 1, 2007*):

800 (a) It shall be a discriminatory practice in violation of this section:

801 (1) To refuse to sell or rent after the making of a bona fide offer, or
802 to refuse to negotiate for the sale or rental of, or otherwise make
803 unavailable or deny, a dwelling to any person because of race, creed,
804 color, national origin, ancestry, sex, gender identity or expression,
805 marital status, age, lawful source of income or familial status.

806 (2) To discriminate against any person in the terms, conditions, or
807 privileges of sale or rental of a dwelling, or in the provision of services
808 or facilities in connection therewith, because of race, creed, color,
809 national origin, ancestry, sex, gender identity or expression, marital
810 status, age, lawful source of income or familial status.

811 (3) To make, print or publish, or cause to be made, printed or
812 published any notice, statement, or advertisement, with respect to the
813 sale or rental of a dwelling that indicates any preference, limitation, or
814 discrimination based on race, creed, color, national origin, ancestry,
815 sex, gender identity or expression, marital status, age, lawful source of
816 income, familial status, learning disability or physical or mental
817 disability, or an intention to make any such preference, limitation or
818 discrimination.

819 (4) (A) To represent to any person because of race, creed, color,
820 national origin, ancestry, sex, gender identity or expression, marital

821 status, age, lawful source of income, familial status, learning disability
822 or physical or mental disability that any dwelling is not available for
823 inspection, sale or rental when such dwelling is in fact so available.

824 (B) It shall be a violation of this subdivision for any person to
825 restrict or attempt to restrict the choices of any buyer or renter to
826 purchase or rent a dwelling (i) to an area which is substantially
827 populated, even if less than a majority, by persons of the same
828 protected class as the buyer or renter, (ii) while such person is
829 authorized to offer for sale or rent another dwelling which meets the
830 housing criteria as expressed by the buyer or renter to such person,
831 and (iii) such other dwelling is in an area which is not substantially
832 populated by persons of the same protected class as the buyer or
833 renter. As used in this subdivision, "area" means municipality,
834 neighborhood or other geographic subdivision which may include an
835 apartment or condominium complex; and "protected class" means race,
836 creed, color, national origin, ancestry, sex, gender identity or
837 expression, marital status, age, lawful source of income, familial status,
838 learning disability or physical or mental disability.

839 (5) For profit, to induce or attempt to induce any person to sell or
840 rent any dwelling by representations regarding the entry or
841 prospective entry into the neighborhood of a person or persons of a
842 particular race, creed, color, national origin, ancestry, sex, gender
843 identity or expression, marital status, age, lawful source of income,
844 familial status, learning disability or physical or mental disability.

845 (6) (A) To discriminate in the sale or rental, or to otherwise make
846 unavailable or deny, a dwelling to any buyer or renter because of a
847 learning disability or physical or mental disability of: (i) Such buyer or
848 renter; (ii) a person residing in or intending to reside in such dwelling
849 after it is so sold, rented, or made available; or (iii) any person
850 associated with such buyer or renter.

851 (B) To discriminate against any person in the terms, conditions or
852 privileges of sale or rental of a dwelling, or in the provision of services

853 or facilities in connection with such dwelling, because of a learning
854 disability or physical or mental disability of: (i) Such person; or (ii) a
855 person residing in or intending to reside in such dwelling after it is so
856 sold, rented, or made available; or (iii) any person associated with such
857 person.

858 (C) For purposes of this subdivision, discrimination includes: (i) A
859 refusal to permit, at the expense of a person with a physical or mental
860 disability, reasonable modifications of existing premises occupied or to
861 be occupied by such person if such modifications may be necessary to
862 afford such person full enjoyment of the premises; except that, in the
863 case of a rental, the landlord may, where it is reasonable to do so,
864 condition permission for a modification on the renter agreeing to
865 restore the interior of the premises to the condition that existed before
866 the modification, reasonable wear and tear excepted; (ii) a refusal to
867 make reasonable accommodations in rules, policies, practices or
868 services, when such accommodations may be necessary to afford such
869 person equal opportunity to use and enjoy a dwelling; (iii) in
870 connection with the design and construction of covered multifamily
871 dwellings for the first occupancy after March 13, 1991, a failure to
872 design and construct those dwellings in such manner that they comply
873 with the requirements of Section 804(f) of the Fair Housing Act or the
874 provisions of the state building code as adopted pursuant to the
875 provisions of sections 29-269 and 29-273, whichever requires greater
876 accommodation. "Covered multifamily dwellings" means buildings
877 consisting of four or more units if such buildings have one or more
878 elevators, and ground floor units in other buildings consisting of four
879 or more units.

880 (7) For any person or other entity engaging in residential real-estate-
881 related transactions to discriminate against any person in making
882 available such a transaction, or in the terms or conditions of such a
883 transaction, because of race, creed, color, national origin, ancestry, sex,
884 gender identity or expression, marital status, age, lawful source of
885 income, familial status, learning disability or physical or mental
886 disability.

887 (8) To deny any person access to or membership or participation in
888 any multiple-listing service, real estate brokers' organization or other
889 service, organization, or facility relating to the business of selling or
890 renting dwellings, or to discriminate against him in the terms or
891 conditions of such access, membership or participation, on account of
892 race, creed, color, national origin, ancestry, sex, gender identity or
893 expression, marital status, age, lawful source of income, familial status,
894 learning disability or physical or mental disability.

895 (9) To coerce, intimidate, threaten, or interfere with any person in
896 the exercise or enjoyment of, or on account of his having exercised or
897 enjoyed, or on account of his having aided or encouraged any other
898 person in the exercise or enjoyment of, any right granted or protected
899 by this section.

900 Sec. 528. Subsection (e) of section 46a-64c of the general statutes is
901 repealed and the following is substituted in lieu thereof (*Effective*
902 *October 1, 2007*):

903 (e) Nothing in this section prohibits a person engaged in the
904 business of furnishing appraisals of real property to take into
905 consideration factors other than race, creed, color, national origin,
906 ancestry, sex, gender identity or expression, marital status, age, lawful
907 source of income, familial status, learning disability or physical or
908 mental disability.

909 Sec. 529. Subsection (a) of section 46a-66 of the general statutes is
910 repealed and the following is substituted in lieu thereof (*Effective*
911 *October 1, 2007*):

912 (a) It shall be a discriminatory practice in violation of this section for
913 any creditor to discriminate on the basis of sex, gender identity or
914 expression, age, race, color, religious creed, national origin, ancestry,
915 marital status, mental retardation, learning disability, blindness or
916 physical disability against any person eighteen years of age or over in
917 any credit transaction.

918 Sec. 530. Subsection (a) of section 46a-70 of the general statutes is
919 repealed and the following is substituted in lieu thereof (*Effective*
920 *October 1, 2007*):

921 (a) State officials and supervisory personnel shall recruit, appoint,
922 assign, train, evaluate and promote state personnel on the basis of
923 merit and qualifications, without regard for race, color, religious creed,
924 sex, gender identity or expression, marital status, age, national origin,
925 ancestry, mental retardation, mental disability, learning disability or
926 physical disability, including, but not limited to, blindness, unless it is
927 shown by such state officials or supervisory personnel that such
928 disability prevents performance of the work involved.

929 Sec. 531. Subsection (a) of section 46a-71 of the general statutes is
930 repealed and the following is substituted in lieu thereof (*Effective*
931 *October 1, 2007*):

932 (a) All services of every state agency shall be performed without
933 discrimination based upon race, color, religious creed, sex, gender
934 identity or expression, marital status, age, national origin, ancestry,
935 mental retardation, mental disability, learning disability or physical
936 disability, including, but not limited to, blindness.

937 Sec. 532. Subsection (b) of section 46a-72 of the general statutes is
938 repealed and the following is substituted in lieu thereof (*Effective*
939 *October 1, 2007*):

940 (b) Any job request indicating an intention to exclude any person
941 because of race, color, religious creed, sex, gender identity or
942 expression, marital status, age, national origin, ancestry, mental
943 retardation, mental disability, learning disability or physical disability,
944 including, but not limited to, blindness shall be rejected, unless it is
945 shown by such public or private employers that such disability
946 prevents performance of the work involved.

947 Sec. 533. Subsection (a) of section 46a-73 of the general statutes is
948 repealed and the following is substituted in lieu thereof (*Effective*

949 October 1, 2007):

950 (a) No state department, board or agency may grant, deny or revoke
951 the license or charter of any person on the grounds of race, color,
952 religious creed, sex, gender identity or expression, marital status, age,
953 national origin, ancestry, mental retardation, mental disability,
954 learning disability or physical disability, including, but not limited to,
955 blindness, unless it is shown by such state department, board or
956 agency that such disability prevents performance of the work
957 involved.

958 Sec. 534. Subsection (a) of section 46a-75 of the general statutes is
959 repealed and the following is substituted in lieu thereof (*Effective*
960 *October 1, 2007*):

961 (a) All educational, counseling, and vocational guidance programs
962 and all apprenticeship and on-the-job training programs of state
963 agencies, or in which state agencies participate, shall be open to all
964 qualified persons, without regard to race, color, religious creed, sex,
965 gender identity or expression, marital status, age, national origin,
966 ancestry, mental retardation, mental disability, learning disability or
967 physical disability, including, but not limited to, blindness.

968 Sec. 535. Subsection (a) of section 46a-76 of the general statutes is
969 repealed and the following is substituted in lieu thereof (*Effective*
970 *October 1, 2007*):

971 (a) Race, color, religious creed, sex, gender identity or expression,
972 marital status, age, national origin, ancestry, mental retardation,
973 mental disability, learning disability or physical disability, including,
974 but not limited to, blindness shall not be considered as limiting factors
975 in state-administered programs involving the distribution of funds to
976 qualify applicants for benefits authorized by law.

977 Sec. 536. Subsections (b) and (c) of section 52-571d of the general
978 statutes are repealed and the following is substituted in lieu thereof
979 (*Effective October 1, 2007*):

980 (b) No golf country club may deny membership in such club to any
981 person on account of race, religion, color, national origin, ancestry, sex,
982 gender identity or expression, marital status or sexual orientation.

983 (c) All classes of membership in a golf country club shall be
984 available without regard to race, religion, color, national origin,
985 ancestry, sex, gender identity or expression, marital status or sexual
986 orientation.

987 Sec. 537. Section 53-37a of the general statutes is repealed and the
988 following is substituted in lieu thereof (*Effective October 1, 2007*):

989 Any person who, with the intent to subject, or cause to be subjected,
990 any other person to the deprivation of any rights, privileges or
991 immunities, secured or protected by the Constitution or laws of this
992 state or of the United States, on account of religion, national origin,
993 alienage, color, race, sex, gender identity or expression, blindness or
994 physical disability, violates the provisions of section 46a-58, as
995 amended by this act, while wearing a mask, hood or other device
996 designed to conceal the identity of such person shall be guilty of a class
997 D felony.

998 Sec. 538. (NEW) (*Effective October 1, 2007*) The provisions of
999 subsection (a) of section 4a-60, subsection (c) of section 8-169s, section
1000 8-265c, subsection (c) of section 8-294, section 8-315, subsection (a) of
1001 section 10-15c, section 10-153, subsection (b) of section 10a-6,
1002 subsection (a) of section 11-24b, sections 16-245r and 16-247r,
1003 subsection (b) of section 28-15, section 31-22p, subsection (e) of section
1004 31-57e, sections 32-204, 32-277, 38a-358 and 42-125a, subsection (c) of
1005 section 42-125b, subsection (a) of section 46a-58, subsection (a) of
1006 section 46a-59, subsection (a) of section 46a-60, subsection (a) of section
1007 46a-64, subsections (a) and (e) of section 46a-64c, subsection (a) of
1008 section 46a-66, subsection (a) of section 46a-70, subsection (a) of section
1009 46a-71, subsection (b) of section 46a-72, subsection (a) of section 46a-73,
1010 subsection (a) of section 46a-75, subsection (a) of section 46a-76,
1011 subsections (b) and (c) of section 52-571d and section 53-37a of the

1012 general statutes, as amended by this act, that prohibit discrimination
1013 on the basis of gender identity or expression shall not apply to a
1014 religious corporation, entity, association, educational institution or
1015 society with respect to the employment of individuals to perform work
1016 connected with the carrying on by such corporation, entity,
1017 association, educational institution or society of its activities, or with
1018 respect to matters of discipline, faith, internal organization or
1019 ecclesiastical rule, custom or law which are established by such
1020 corporation, entity, association, educational institution or society.

1021 Sec. 539. Section 46b-3800 of the general statutes is repealed and the
1022 following is substituted in lieu thereof (*Effective from passage*):

1023 Wherever in the general statutes the terms "spouse", "family",
1024 "immediate family", "dependent", "next of kin" or any other term that
1025 denotes the spousal relationship are used or defined, a party to a civil
1026 union shall be included in such use or definition, and wherever in the
1027 general statutes, except sections 7-45 and 17b-137a, subdivision (4) of
1028 section 45a-727a, and sections 46b-20 to 46b-34, inclusive, 46b-38nn and
1029 46b-150d, the term "marriage" is used or defined, a civil union shall be
1030 included in such use or definition. Wherever in the general statutes,
1031 except sections 46a-60, 46a-64, 46a-64c and 46a-66, as amended by this
1032 act, the term "marital status" is used or defined, civil union status shall
1033 be included in such use or definition.

1034 Sec. 540. Section 46a-81c of the general statutes is repealed and the
1035 following is substituted in lieu thereof (*Effective from passage*):

1036 It shall be a discriminatory practice in violation of this section: (1)
1037 For an employer, by himself or his agent, except in the case of a bona
1038 fide occupational qualification or need, to refuse to hire or employ or
1039 to bar or to discharge from employment any individual or to
1040 discriminate against him in compensation or in terms, conditions or
1041 privileges of employment because of the individual's sexual
1042 orientation or civil union status, (2) for any employment agency,
1043 except in the case of a bona fide occupational qualification or need, to

1044 fail or refuse to classify properly or refer for employment or otherwise
1045 to discriminate against any individual because of the individual's
1046 sexual orientation or civil union status, (3) for a labor organization,
1047 because of the sexual orientation or civil union status of any individual
1048 to exclude from full membership rights or to expel from its
1049 membership such individual or to discriminate in any way against any
1050 of its members or against any employer or any individual employed
1051 by an employer, unless such action is based on a bona fide
1052 occupational qualification, or (4) for any person, employer,
1053 employment agency or labor organization, except in the case of a bona
1054 fide occupational qualification or need, to advertise employment
1055 opportunities in such a manner as to restrict such employment so as to
1056 discriminate against individuals because of their sexual orientation or
1057 civil union status.

1058 Sec. 541. Subsection (a) of section 46a-81d of the general statutes is
1059 repealed and the following is substituted in lieu thereof (*Effective from*
1060 *passage*):

1061 (a) It shall be a discriminatory practice in violation of this section: (1)
1062 To deny any person within the jurisdiction of this state full and equal
1063 accommodations in any place of public accommodation, resort or
1064 amusement because of such person's sexual orientation or civil union
1065 status, subject only to the conditions and limitations established by law
1066 and applicable alike to all persons; or (2) to discriminate, segregate or
1067 separate on account of sexual orientation or civil union status.

1068 Sec. 542. Section 46a-81e of the general statutes is repealed and the
1069 following is substituted in lieu thereof (*Effective from passage*):

1070 (a) It shall be a discriminatory practice in violation of this section:

1071 (1) To refuse to sell or rent after the making of a bona fide offer, or
1072 to refuse to negotiate for the sale or rental of, or otherwise make
1073 unavailable or deny, a dwelling to any person because of sexual
1074 orientation or civil union status.

1075 (2) To discriminate against any person in the terms, conditions, or
1076 privileges of sale or rental of a dwelling, or in the provision of services
1077 or facilities in connection therewith, because of sexual orientation or
1078 civil union status.

1079 (3) To make, print or publish, or cause to be made, printed or
1080 published any notice, statement, or advertisement, with respect to the
1081 sale or rental of a dwelling that indicates any preference, limitation, or
1082 discrimination based on sexual orientation or civil union status, or an
1083 intention to make any such preference, limitation or discrimination.

1084 (4) (A) To represent to any person because of sexual orientation or
1085 civil union status, that any dwelling is not available for inspection, sale
1086 or rental when such dwelling is in fact so available. (B) It shall be a
1087 violation of this subdivision for any person to restrict or attempt to
1088 restrict the choices of any buyer or renter to purchase or rent a
1089 dwelling (i) to an area which is substantially populated, even if less
1090 than a majority, by persons of the same sexual orientation or civil
1091 union status as the buyer or renter, (ii) while such person is authorized
1092 to offer for sale or rent another dwelling which meets the housing
1093 criteria as expressed by the buyer or renter to such person and (iii)
1094 such other dwelling is in an area which is not substantially populated
1095 by persons of the same sexual orientation or civil union status as the
1096 buyer or renter. As used in this subdivision, "area" means
1097 municipality, neighborhood or other geographic subdivision which
1098 may include an apartment or condominium complex.

1099 (5) For profit, to induce or attempt to induce any person to sell or
1100 rent any dwelling by representations regarding the entry or
1101 prospective entry into the neighborhood of a person or persons of a
1102 particular sexual orientation or civil union status.

1103 (6) For any person or other entity engaging in residential-real-estate-
1104 related transactions to discriminate against any person in making
1105 available such a transaction, or in the terms or conditions of such a
1106 transaction, because of sexual orientation or civil union status.

1107 (7) To deny any person access to or membership or participation in
1108 any multiple-listing service, real estate brokers' organization or other
1109 service, organization, or facility relating to the business of selling or
1110 renting dwellings, or to discriminate against him in the terms or
1111 conditions of such access, membership or participation, on account of
1112 sexual orientation or civil union status.

1113 (8) To coerce, intimidate, threaten, or interfere with any person in
1114 the exercise or enjoyment of, or on account of his having exercised or
1115 enjoyed, or on account of his having aided or encouraged any other
1116 person in the exercise or enjoyment of, any right granted or protected
1117 by this section.

1118 (b) The provisions of this section shall not apply to (1) the rental of a
1119 room or rooms in a unit in a dwelling if the owner actually maintains
1120 and occupies part of such unit as his residence, or (2) a unit in a
1121 dwelling containing not more than four units if the owner actually
1122 maintains and occupies one of such other units as his residence.

1123 (c) Nothing in this section limits the applicability of any reasonable
1124 state statute or municipal ordinance restricting the maximum number
1125 of persons permitted to occupy a dwelling.

1126 (d) Nothing in this section prohibits a person engaged in the
1127 business of furnishing appraisals of real property to take into
1128 consideration factors other than sexual orientation or civil union
1129 status.

1130 (e) Notwithstanding any other provision of this chapter, complaints
1131 alleging a violation of this section shall be investigated within one
1132 hundred days of filing and a final administrative disposition shall be
1133 made within one year of filing unless it is impracticable to do so. If the
1134 Commission on Human Rights and Opportunities is unable to
1135 complete its investigation or make a final administrative determination
1136 within such time frames, it shall notify the complainant and the
1137 respondent in writing of the reasons for not doing so.

1138 (f) Any person who violates any provision of this section shall be
1139 fined not less than twenty-five nor more than one hundred dollars or
1140 imprisoned not more than thirty days, or both.

1141 Sec. 543. Subsection (a) of section 46a-81f of the general statutes is
1142 repealed and the following is substituted in lieu thereof (*Effective from*
1143 *passage*):

1144 (a) It shall be a discriminatory practice in violation of this section for
1145 any creditor to discriminate on the basis of sexual orientation or civil
1146 union status, against any person eighteen years of age or over in any
1147 credit transaction."